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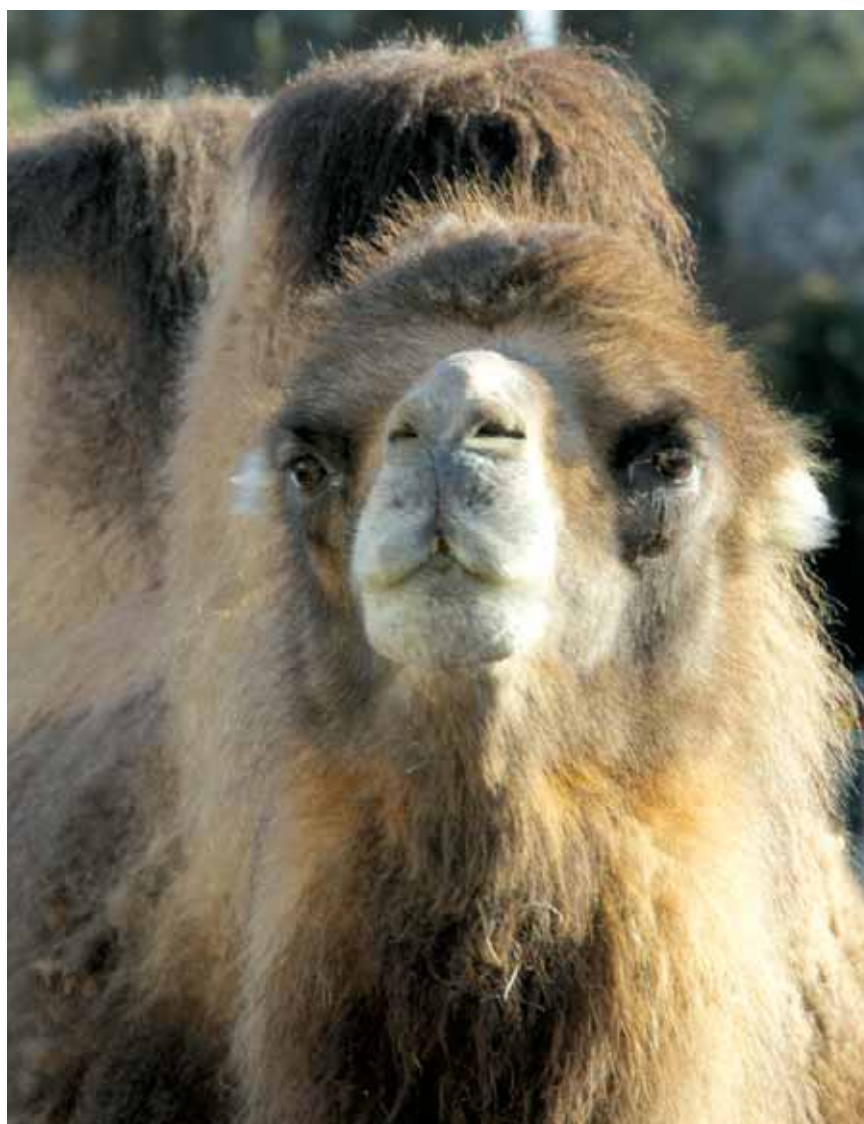
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WHAT'S YOUR SECRET?

SHANNON VISITS DANIMAL IN THE RICH-PEOPLE HOSPITAL, WHERE SHE FILLS HIM IN ON HER 'EVIL PLAN' **PAGE 14**

2 men charged in weekend murder

Pair face charges in brutal death — and police say more people may be linked to the crime **PAGE 5**



NEARLY OVER THE HUMP

For the first time since floodwaters swamped the Calgary Zoo, customers will be able to see exhibits on St. George's Island on Thursday, including the Bactrian camels. Story, page 4.

BRYAN WEISMILLER/METRO

Opponents say dam plan does not hold water

'Sheer lunacy.' Experts pan massive project, claiming it oversells protection, downplays environmental impact



ROBSON FLETCHER
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Scientists, environmentalists and the former superintendent of Banff National Park are raising serious concerns about the Alberta government's plan to build a dam in Kananaskis capable of holding more than twice as much water as the Glenmore Reservoir.

Various describing the plan as "disheartening," "gut-wrenching" and "pretty crazy," Brian Meagher, a provincial biologist with Trout Unlimited Canada, said the province is overselling the protection the proposed dry dam on the Elbow River would offer Calgary from future flooding, and downplaying its environmental impact.

"This is being done in the guise of trying to protect residents who live in the floodplain," Meagher said. "It's being sold to them as being a panacea."

Jim Stelfox, a senior fish-

eries biologist who retired from the provincial government last month, shared those concerns.

"They're trying to push it so fast and so far and present in such a way that nobody dares oppose it," he said, adding that, despite a flashy announcement from Premier Alison Redford in Calgary last week, few details of the plan have yet been publicly revealed — including its precise location.

A rough map was presented at the province's "Flood Symposium" in October, and a spokesman for the Flood Recovery Task Force said a more detailed map should be posted online later this week.

The site is near the Elbow's confluence with Quirk Creek, a few kilometres upstream from the popular Elbow Falls day-use area.

Stelfox said the dam would not only pose a risk to threatened trout species, but the massive lake it would create during high flows would cover huge sections of "pristine

forest" in silt and debris.

"Most of those trees upstream are going to end up dead," he said.

The dam could retain up to 44 million cubic metres of water, according to the province. The Glenmore Reservoir, by comparison, holds 17.6 million cubic metres, according to the city.

Alberta Environment and Sustainable Resource Development spokesperson Nikki Booth admitted the dry dam "would be a major project," the likes of which the province has not seen in some time, but noted it would be subject to all the typically mandated environmental assessments, which have yet to begin.

"Obviously the concerns are something we take very seriously," Booth said. "We need to make sure something is not going to negatively impact the environment."

Former Banff National Park Supt. Kevin Van Tighem, however, described the dam plan as "sheer lunacy" in a recent online posting.

War of words

"(I)t will destroy the bottom ends of three creeks that support native trout species classified as species at risk; it will be ugly as sin; and IT WON'T WORK!"

Former Banff National Park Supt. Kevin Van Tighem, in a Facebook post blasting the project

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Budget deliberations

Nenshi wants 'revenue neutral' tax adjustments scrapped

Mayor Naheed Nenshi would like to see the city abandon its "revenue neutral" policy for setting property tax rates each year, saying it leads to confusion and puts the city at a disadvantage compared to other levels of government.

"I actually strongly believe we should just get rid of it," the mayor said Monday during the first day of the city's annual budget deliberations. "People don't understand when they get their assessment in January, how that's different than their tax bill in June."

That happens because of the city's standing practice of adjusting the tax rate council sets each November automatically in January, based on the change in total assessed property value in the new year, so that the total number of absolute dollars collected remains the same as it would have been the previous fall, based on the old assessments.

Typically, due to Calgary's growth, the tax rate drops, because the total assessment grows.

Consequently, individual homeowners whose property values increase more than the average see a higher tax increase, while those whose have property-value changes below the average see a smaller increase or possibly a tax reduction.

"It is maybe how we collect our taxes which is the issue, which is causing the confusion down the road," Coun. Shane Keating said.

ROBSON FLETCHER/METRO



Alberta ballet artists Hayna Gutierrez and Tara Williamson perform in this file photo. Coun. Ward Sutherland tried Monday to cut \$315,000 from the Calgary Arts Development Authority, which supports groups like the Alberta Ballet, but was voted down. PAUL MCGRATH/THE CANADIAN PRESS FILE

Council rookies try to cut arts funding

Voted down. First-timer Coun. Evan Woolley voted against 'very, very short-sighted' motion

Calgary's trio of rookie councilors who have vowed to reduce city spending tried but failed to cut \$315,000 in funding from the Calgary Arts Development Authority (CADA) on Monday, during the first day of city budget deliberations.

Coun. Ward Sutherland put forward the motion, suggesting

the city use that money instead to cover the EPCOR Centre for the Performing Arts' budget shortfall, as city staff had recommended, in the wake of provincial cuts.

"We're giving money to CADA, which I think is \$5.8 million," Sutherland said. "What I would suggest ... is we would just take some of the money we're giving to CADA, out of that \$5.8 million, rather than giving something additional (to the performing arts centre)."

His fellow rookie, Coun. Sean Chu, seconded the motion. "I just don't understand

why artists always get funding from the government," he said.

Coun. Joe Magliocca, the third fiscally conservative first-timer on council, voted in favour of the idea, as did veteran Coun. Diane Colley-Urquhart.

The rest of council disagreed, however, and the motion was defeated 11-4.

Mayor Naheed Nenshi noted the EPCOR Centre has been funded by the city and province from its inception and, as the city owns the building, it has little choice but to cover the shortfall next year when provincial funding ends. "It's

one of those things the province did and didn't think about the long-term implications," he said. "And who's stuck holding the bag? The city, as always."

Coun. Brian Pincott, who sits on CADA's board of directors, said it would be "unfathomable" to suddenly take money from the organization, which distributes grants as large as hundreds of thousands of dollars a year to organizations like the Calgary Philharmonic Orchestra and Alberta Ballet, to amounts as little as \$1,000 to smaller groups.

ROBSON FLETCHER/METRO

1 NEWS



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Zoo welcomes Calgarians back to flood-ravaged island

Come on in. Previously off-limits areas are reopening to the public



BRYAN WEISMILLER

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There will be lions, and tigers and bears — oh my! — when the flood-stricken Calgary Zoo fully re-opens Thursday.

For the public, it'll be the first chance to tour St. George's Island since floodwater roared through the animal park amid Alberta's historic deluge.

Zoo spokeswoman Trish Exton-Parder highlighted the excitement around the long-anticipated re-opening.

"Just to see smiling kids back on the island is a huge thing," Exton-Parder said. "It's something that sure seemed like a long way

By the numbers

- The zoo cancelled 29 barbecues, 93 corporate events and 83 weddings due to flooding, which translates into roughly half of its revenue lost.

piranhas, tilapia and at least one peacock died during the flood. Two tigers are also slated to depart for the Assiniboine Park Zoo in December.

- Not all the animals will be back when the zoo fully reopens. Four elephants were sent to Washington, a handful of penguins have died of sickness, and

- Zoolights starts on Nov. 29 and runs until Jan. 4. The park's signature event features a display of more than 1.5 million Christmas lights.

away back in June.

"But there's been such an incredible commitment by the people here."

The zoo partially reopened at the end of July. A grand re-opening is now scheduled for Thursday at 10 a.m.

Zoo-goers will be able to see the animals housed in the currently off-limit zone that encompasses Eurasia,

the conservatory and garden area, and Destination Africa.

This means the gorillas, hippopotamuses and giraffes will be available for viewing.

Behind the scenes, the zoo reportedly spruced up some of its appliances and veterinary facilities as well.

"People will see the zoo that they love back again

and that's what's warm in the heart," Exton-Parder said Monday.

One thing they won't see, she continued, will be the South America pavilion and the 34 animals that called it home. The similarly outdated Australia building faces the wrecking ball.

Still, Exton-Parder heralded the momentous recovery efforts as particularly impressive given that 300 staff were laid off.

The zoo reports it will take \$162 million to rebuild and improve the riverside park over the next five years.

Some of the planned additions include a walk-through lemur exhibit, a new education centre and an interactive African village exhibit.

The city is also debating whether to spend \$10.2 million to build a berm to protect the 4,000-metre site from a future river disaster.



Calgary Zoo spokeswoman Trish Exton-Parder stands in front of what used to be the South America pavilion. The riverside building was torn down after being swamped by floodwater in June. BRYAN WEISMILLER/METRO

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Two charged in weekend murder

More charges possible.
Police believe seven to 10 people involved in deadly altercation



JEREMY NOLAÏS
jeremy.nolais@metronews.ca

Police have charged two people in connection with a vicious stabbing and beating death over the weekend and

haven't ruled out the possibility of linking more people to the murder.

Friends have told family of victim Lukas Strasser-Hird that up to 15 people attacked him in an alley in the 200 block of 10th Avenue S.W. around 2:45 a.m. Saturday morning.

But acting Staff Sgt. Tom Barrow said investigators now believe seven to 10 people were involved in the altercation, although it's not clear how many actually

harmed the victim.

"There may have been other people coming out of the area or been in the area at the time and would have added to the perceived number of people," Barrow said, adding police have not identified anything specific that led to the dispute.

Police announced Monday morning they have charged 19-year-old Nathan Paul Gervais with first-degree murder and Franz Emir Cabrera with second-degree murder.

Barrow said police are still working through witness accounts and urging anyone else with information to come forward.

Police said Strasser-Hird and his friends were removed from a nearby bar after an initial confrontation broke out inside. It's believed the victim and his friends had full intentions of leaving the area before they were spotted by the rival group outside. Barrow said it's believed the rival group then "gave chase" and

caught up with Strasser-Hird in the alley.

After the attack, the victim was rushed to hospital and died hours later surrounded by family.

On Sunday, Strasser-Hird's father, Dale Hird, said his son was beaten so badly that he didn't recognize his face when he arrived at an area hospital around 6 a.m. Saturday morning.

An autopsy is scheduled for Tuesday to determine a cause of death.



Lukas Strasser-Hird, seen in a photo posted online by father Dale Hird, suffered fatal injuries in a Calgary alley over the weekend. FACEBOOK

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Teen posts threat to school on police's Facebook page: Cops

Police have charged a minor after they say he posted a threat about a Calgary school on the service's Facebook page.

The 15-year-old has since been charged with making threats, extortion and possession of a weapon after he was found with a knife, according to Insp. Mike Bossley.

He said investigators first became aware of the com-

ments Wednesday and they appeared to have since been removed from the service's Facebook page.

"He made threats towards the school and staff," Bossley said.

Multiple police units were involved in the investigation to track down the source of the comments.

JEREMY NOLAÏS/METRO

The accused

Police did not release the school targeted by the teen making threats and also could not name the accused under provisions of the Youth Criminal Justice Act.

Grabbed from behind

Police seek suspect in schoolgirl attack

Police say an 11-year-old girl was accosted while walking to school Monday, but she managed to escape her alleged captor.

The student was allegedly grabbed from behind in the community of Glamorgan near 33 Avenue and 45 Street S.W. at about 9 a.m. Investigators are now hunting the suspect. **METRO**

Numbers. Province on the defensive on foster deaths

Alberta's Human Services minister, reacting to reports the government kept under wraps the deaths of 89 foster children, said those cases weren't published because the children died of natural causes or by accidents.

"There was no attempt to hide (the numbers)," Dave Hancock told the legislature during question period Monday.

Hancock also stressed that

the province has created a new independent children's advocate to look into the deaths of all kids in government care.

The remarks follow an investigation by the Edmonton Journal and Calgary Herald newspapers that found 145 children have died in government care since 1999.

The government has only publicized 56 deaths over that period. **THE CANADIAN PRESS**



Jan Nicholson, who has kids attending Calgary's cramped West Springs School, said modulars will only serve as a "one-year solution." She and others have been gathering signatures on a petition to push for a middle school in the area.

JEREMY NOLAIS/METRO

Public board looks to modular classrooms to help with school space crunch

Provincial aid needed.
Temporary spaces not a long-term solution: Parents



JEREMY NOLAIS
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Calgary's public school board is pitching the province on adding a dozen modular classrooms for next fall and more in the years ahead as it combats steep student enrolment jumps on the city's outer rim.

A report slated to go before Calgary Board of Education trustees Tuesday calls for two modulars at both West Springs School and Saddle Ridge School in 2014-15 as well as eight modulars to replace seven slated for demolition at Dalhousie and John G. Diefenbaker schools.

The board's plan also sees a need for another dozen modulars in 2015-16, including two at Evergreen School and another 10 to be built or moved as it sees fit to cope with an anticipated enrolment bump in the years to come. In 2016-17, there's a request for at least eight modulars to be moved and another 10 to be approved for yet-to-be-determined locations.

"They (modulars) really are well-constructed for the needs of students," said trustee chair Sheila Taylor on Monday.

"That said, overall, our system is growing at about 3,000 students per year. So, we have big needs in terms facilities — new schools, modernizations — modulars are one part of that."

The board's system-wide school-space utilization currently stands at 83 per cent, just two ticks shy of what most con-

sider a full building, given that some space must be reserved for libraries, gymnasiums and other areas. One particularly cramped CBE school is currently at 142 per cent capacity.

Parents elsewhere fear their schools could soon be in a similar situation. Members at West Springs School started a petition, which 1,500 people signed, calling for a middle school in the area that would facilitate the move of kids in older grades at the K-6 school.

That project, however, is only ranked No. 18 on the CBE's latest capital plan list.

As well, both West Springs and Saddle Ridge opened in 2010 with 10 modulars already attached to them and neither can properly accommodate more than 12.

"It's a one-year solution," said Jan Nicholson, a mother with kids attending West Springs, who has also co-

Getting to work

- The Calgary Board of Education estimates it will use \$3.5 million from its own budget to demolish old modulars, move existing ones and set up air-conditioning and other systems in new sites over the next three years.
- The actual cost of building the modulars is covered by the provincial government.

launched a Facebook page in support of the middle-school cause. "They're still going to have to move out the (Grades 5 and 6 students), we're going to have to move the boundaries, we still have a two-year problem and beyond, but it buys us more time."



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Coralee Smith, right, speaks outside the inquest into the segregation-cell choking death of her daughter, Ashley Smith, in Toronto on Monday. With her is Kim Pate of the Canadian Association of Elizabeth Fry Societies.

COLIN PERKEL/THE CANADIAN PRESS

Cell death a murder: Lawyer

Ashley Smith case.

The warden threatened guards with excessive-use-of-force sanctions for entering the cell too quickly, according to inquest evidence

The death of a "precious daughter" who strangled herself in her segregation cell as prison guards videotaped but did not intervene should be deemed a homicide, a coroner's jury was told Monday.

In closing submissions at

the Ashley Smith inquest, the lawyer who speaks for her family said overwhelming evidence shows top managers ordered frontline staff to stay out of her cell as long as she was still breathing.

The order, Julian Roy said, was devised by Warden Cindy Berry — "the new sheriff in town" — and communicated through her "weak" deputy, Joanna Pauline, to underlings.

Smith, 19, of Moncton, N.B., choked herself to death on Oct. 19, 2007, in her cell at Grand Valley Institution in Kitchener, Ont., just a few months after Berry took over as warden.

THE CANADIAN PRESS

'Moral crimes'

Afghanistan may bring back stoning, says rights group

Human Rights Watch called Monday on the Afghan government to reject a proposal to reintroduce public stoning

as a punishment for adultery, but the Justice Ministry denied that such a law had been submitted. The organization said that a working group that is assisting in drafting Afghanistan's new penal code had proposed provisions on "moral crimes" involving sex outside of marriage that call for stoning. **THE ASSOCIATED PRESS**

Texas

Cop accused of raping handcuffed woman in patrol car

A Texas police officer is accused of raping a handcuffed 19-year-old woman in the back of his patrol car.

San Antonio's police chief told reporters over the weekend he was "angry" and "outraged" after Officer Jackie Len Neal was arrested Saturday on a sexual assault warrant.

Neal was released from jail Saturday. A listed phone number for Neal was disconnected. **THE ASSOCIATED PRESS**

Liberals celebrate strong showing in byelections

It's shaping up to be a very good night for Justin Trudeau.

The Liberals are leading in three of four federal byelections — including a potential upset in the longtime Conservative bastion of Brandon-Souris in Manitoba.

They've managed to hold on to two Liberal strongholds — Toronto Centre and the Montreal riding of Bourassa — despite an all-out effort by the NDP to steal them away.

And they've got a 400-vote lead over the Conservatives in Brandon-Souris, a riding that has voted Conservative in all but one election over the last 60 years.

Trudeau, who was on hand for the victory party in Bourassa, took a pointed shot at NDP Leader Tom Mulcair, accusing him of erasing the positive legacy of his late predecessor.

The NDP "is no longer the hopeful, optimistic party of Jack Layton, it is the negative, divisive party of Thomas Mulcair," Trudeau told cheering crowds in Montreal.



Former Liberal interim leader Bob Rae watches for the incoming results at Liberal candidate Chrystia Freeland's by-election night event in Toronto as she contests the Toronto Centre riding formerly held by Rae on Monday.

CHRIS YOUNG/THE CANADIAN PRESS

"It is the Liberal party that proved tonight that hope is stronger than fear, that positive politics can and should win out over negative."

While the Tories easily hung on to Provencher, another Conservative fortress in Manitoba, a loss in Brandon would be widely seen as a condemnation of Prime Minister Stephen Harper's handling of the Senate expenses scandal.

And even in Provencher, the Conservative share of the vote dropped significantly, to about 57 per cent from 71 per

cent in the 2011 election.

In the Montreal and Toronto contests, the Conservatives weren't even factors, scoring less than 10 per cent of the vote in each.

For the NDP, the results are disappointing. The party poured all its resources behind star candidates in Bourassa and Toronto Centre: Lawyer and one-time pop singer Stephane Moraille and well-known journalist and author Linda McQuaig, respectively.

However, the NDP share of the popular vote in Bourassa actually went down slightly

from the 2011 election.

And while McQuaig's share of the vote was up about five percentage points in Toronto Centre, the Liberal vote share, under Trudeau's hand-picked star contender Chrystia Freeland, went up as well by roughly the same amount.

The byelections are the first concrete measure of the Senate expenses scandal's impact on Stephen Harper's government, the depth of Trudeau's popular appeal and the durability of the NDP's 2011 electoral breakthrough.

THE CANADIAN PRESS

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India

Couple convicted in daughter's death

Two married dentists were convicted Monday of killing their 14-year-old daughter in a sensational case that has transfixed India since the girl was found with her throat slit in 2008.

Rajesh and Nupur Talwar, from the New Delhi suburb of Noida, will be sentenced

Tuesday. They could face the death penalty. In a statement, they said they were "hurt and anguished" by the verdict and would appeal.

In the hours after the teenager, Aarushi, was found dead in her bedroom, police named the Talwars' missing Nepali housekeeper, Hemraj, as the prime suspect.

His body was then discovered lying on a terrace above Aarushi's room. It had been there the whole time.

THE ASSOCIATED PRESS

U.S. grand jury

Officials charged in Steubenville case

An Ohio school superintendent, two coaches and a principal have been charged by a grand jury that investigated whether other laws were broken in the rape of a 16-year-old girl by two football players in Steubenville, the state's attorney general said Monday.

The grand jury investi-

gated whether adults knew of the rape allegation but failed to report it as required by state law. The charges against the superintendent, Mike McVey, include felony counts of obstructing justice.

A school principal, Lynnett Gorman, and a strength coach, Seth Fluharty, are charged with failing to report possible child abuse. A former volunteer coach, Matthew Bellardine, faces several misdemeanour charges.

THE ASSOCIATED PRESS



Lucas, Kelly and Michael DaSilva embrace at a makeshift memorial near Sandy Hook Elementary School on Dec. 15, 2012, following the mass shooting in Newtown, Conn. MARIO TAMA/GETTY IMAGES FILE

Newtown, Conn. School shooter's motive still unknown: Prosecutors

Why a young gunman went on a murderous shooting rampage at a U.S. school a year ago is still a mystery and may never be known with certainty, prosecutors said Monday in a report that ended their investigation.

Adam Lanza, 20, was obsessed with mass murders and the 1999 Columbine High School shooting in particular, but investigators did not find evidence he ever told others of his intentions to carry out such an attack, according to the summary report by the lead investigator, State's Attorney Stephen Sedensky III.

Lanza killed 20 young children and six educators with a semi-automatic rifle inside the Connecticut school on Dec. 14. He shot and killed his mother inside their home before driving to the school. He killed himself with a handgun as police arrived.

The shooting moved gun safety to the top of the agenda for U.S. President Barack Obama — though his gun-control efforts have failed in Congress — and led states across the country to re-evaluate laws on issues including school safety.

The new report describes a gunman who had "significant mental-health issues" but had knowledge of what he was planning: he had materials on mass murder, he smashed his computer hard drive and he used earplugs

during the shooting.

Lanza "was undoubtedly afflicted with mental-health problems; yet despite a fascination with mass shootings and firearms, he displayed no aggressive or threatening tendencies," Sedensky wrote.

Lanza's mother, Nancy Lanza, was concerned for her son and said he hadn't gone anywhere in three months and would communicate with her by email only, even though they were living in the same house. She never expressed fear that she or anyone was in danger from her son, the report said.

Killer's target

State's Attorney Stephen Sedensky III said there was no clear indication why Lanza chose the school as the target, other than the fact it was close to his home.

The report also says federal law enforcers investigated two leads that indicated that Lanza might have hinted at the shooting in online communications, but the leads were found to have no validity and no relation to the shooting.

Sedensky said the hard drive taken from Lanza's home was so damaged that data will probably never be extracted from it.

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City bliss 101: Love thy neighbour, live in a house



KATE
WEBB
Metro in Vancouver

Happiness is a lot of things, but if you believe the latest research linking it to urban design, it is closely tied to living in a moderately dense, ground-oriented community.

Vancouver author Charles Montgomery, whose new book, *Happy City*, was released earlier this month, spent five years researching which cities are the happiest and why, and said the results were surprising.

"Surveys of life satisfaction in Canadian cities show that Vancouver, Toronto, Calgary, the biggest cities, fall far behind smaller cities of modest means," he said.

The happiest cities, according to a UBC study, are both on the East Coast and share a lot in common besides their similar names: Saint John, N.B., and St. John's, N.L.

"Cities where people report high levels of trust for neighbours and strangers also



St. John's, N.L., is one of the two happiest cities in Canada. FLICKR: NSPAUL

rank highest for life satisfaction.

He pointed out two common and somewhat opposite urban features that put a damper on positive social relationships: sprawl and towers.

"People who live in towers report trusting their neighbours less, getting favours from neighbours less, and being less likely to know each others' neighbours' names

than people living on the ground," he said.

Sprawl, on the other hand, extends commutes, leaving less time for social interaction.

The happy medium for big cities, Montgomery argues, is creating moderate increases in density with more townhouses, row houses, laneway houses, single-family homes retrofitted to fit more suites, and co-housing.

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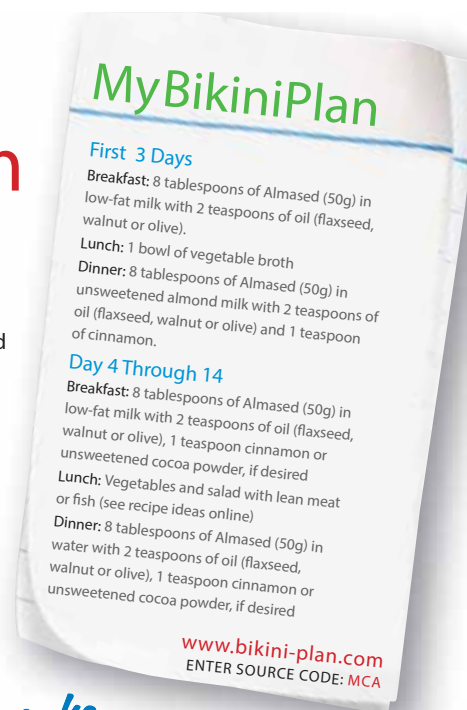
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Best known option. Abortion drug should be option in Canada: Report

A commentary in Canada's leading medical journal says Canadian women lack access to the best known option for abortion.

The authors say Health Canada is currently studying an application to bring that option, a drug commonly known as RU-486, to the Canadian market.

They say women in 57 other countries have access to the drug and say it is important that the application is approved.

The drug, mifepristone, is used in combination with another medication already approved for other indications in Canada.

The treatment essentially induces a miscarriage, avoiding the need for a surgical abortion in most cases.

RU-486 has been available in France since 1988, in Britain since 1991 and in the United States since 2000. A manufacturer would have to apply to bring the drug to market in Canada.

THE CANADIAN PRESS



A commentary says Canadian women should have access to the abortion drug RU-486. GETTY IMAGES FILE

The bottom line

Dr. Sheila Dunn, one of the authors of the commentary, said it's not clear why no one has applied to market mifepristone in Canada before now.

- "Sometimes if it's going to be really onerous to actually get drug approval and the economic margins are not going to be such that makes it worthwhile for someone to do that, that may be a deterrent."

EU embargo

Ottawa to appeal WTO ruling on seal product ban

Ottawa will appeal a World Trade Organization ruling that says aspects of Europe's ban on imported seal products undermine fair trade but can be justified on "public moral concerns" for animal welfare.

THE CANADIAN PRESS



Seals and Sealing Network's Aaju Peter at a press conference Monday. THE CANADIAN PRESS

Bargain hunters rejoice

Retailers aim to knock out rivals with discounts

Now that American retailers have landed in Canada, prepare for the fireworks as stores launch massive promotions and deep discounts in an attempt to draw shoppers. THE CANADIAN PRESS

Random biz fact of the day

1.7

It costs companies 1.7 times as much to hire an external candidate. FORBES

Market Minute



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Douglas Coupland

Douglas Coupland's latest novel, *Worst. Person. Ever.*, is available from Random House Canada.

Day 17

metronews.ca/temp

1 in 3 richies

Temping: Not just for the poor

The shift into temporary work is being felt at all levels.

While confirming that low-income families are most affected by this trend, a recent report shows that middle- and high-income families aren't immune either.

- Low-income families (less than \$50,000): 75 per cent are employed in insecure employment.
- Middle-income families (\$50,000 - \$100,000): About half are in insecure employment.
- High-income (over \$100,000): Over one-third are in insecure employment.



PHOTO ILLUSTRATION DAVID VAN DYKE/METRO

Survey says

One in four Canadians apparently suckers

Most Canadian workers are happy with their jobs, according to a recent survey by Monster.ca. Twenty-four per cent say they love their job so much they'd do it for free. **PHOEBE HO/METRO**

Temp Learns Some Secrets

After Sarah left, I tried watching more TV, but the thing about a Kate Winslet DVD marathon is that after about 1.75 movies your brain says, "I can't do this any more!" and forces you to get out of the beanbag chair and do something out in the real world. So I drove to the hospital to visit Danimal. In the Beemer I felt like I barely squeaked through their visitor parking lot's quality control filter — thank God the car had been recently washed. Once inside the building, a tastefully-clad male escort took me up to the third floor as though I was a guest appearing on David Letterman.

Danimal was in a bed looking woeful. "Shannon!"

"Hi Dan."

"Thanks for saving my life."

"I did no such thing. I just took you to the hospital. How is your ever-so-slightly collapsed left lung?"

I could tell Dan wanted to dramatize his condition but couldn't. "Oh, you know."

"I certainly do. I looked it up online. You'll be 100 per cent healed in one week. You should get out of this luxury hotel as soon as you can, too. It'll bankrupt you."

"Too late. I'm already bankrupt."

I cocked an eyebrow. "Really?"

"Why do you think we're dumping the company? I'm going to enjoy this country club

lifestyle as long as I can on the insurance company's dollar."

I saw the remains of lunch. "What's the food like here?"

"Insane. Lunch was a wild mushroom risotto with shaved Parmesan. How's your Chinese boyfriend and your evil plan?"

"Dan, I'm assuming it's the painkillers making you stupid, but the fact of the matter is, yes, he and I do have a plan."

"I knew it."

I looked around the gorgeous room (a Warhol print of an eagle on the south wall) and waited for him to say something.

"Well, what is it — what's your plan?"

"I knew you'd ask. I knew you'd crumble."

"Why do you think we're dumping the company? I'm going to enjoy this country club lifestyle as long as I can on the insurance company's dollar."



Random fact of the day

- Animal Planet made a fake documentary about the existence of mermaids ... twice. People fell for the trick both times.

SOURCE: WTFUNFACT.COM

you gone to see him yet?"

"Maybe tonight. I have to, um, pull myself together."

I said, "I'll drive you."

"That's sweet but I'll cab it. How are you doing?"

"I got fired this morning."

"Really? Well sit right down next to me and tell Chantelle everything."

TO BE CONTINUED...

Random biz fact of the day

56%

Yep, it's like sending your resumé into a void — 56 per cent of employers admitted they don't acknowledge receipt of applications.

SOURCE: NEXCAREER

What a scoop!

Tell us the office tittle-tattle

Someone hit the booze a little too hard at the last office party? Co-workers getting a little too cozy at the water cooler? Share your juiciest office secret and we'll publish the best in tomorrow's paper. We need to know who you are, but we promise anonymity for all. Send us the scoop at readers@metronews.ca or iamtemp.tumblr.com.



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WHY MILEY, NOT HANNAH MONTANA

Another award show, another opportunity to hate on Miley Cyrus.

As the 21-year-old pop star performed at the American Music Awards this past Sunday clad in a two-piece, kitten-print bikini, Twitter blew up with catty (excuse the pun) remarks regarding her on-stage antics.

When it comes to Miley's titillating behaviour and provocative wardrobe choices, there's no shortage of venomous opinions and open letters. But why do women tend to react so negatively toward female peers who are openly sexual?

Canadian researchers Dr. Tracy Vaillancourt and Aanchal Sharma recently developed an experimental study to test their evolutionary-based hypothesis that women are intolerant of sexy women and will condemn those who seem to make sex too readily available. A group of heterosexual young women at McMaster University were enlisted to participate in what they thought was a study on female friendship. The participants were paired up with



SHE SAYS
Jessica Napier
metronews.ca

either a friend or stranger and then approached by a seemingly random woman dressed in one of two distinctly different outfits.

Lisa Elliot — a thin, blond and conventionally attractive student at the university — was chosen to partake in the study as the subject. Half of the time, Elliot approached the participants dressed in a plain T-shirt and jeans. In an alternative scenario she was outfitted in a low-cut top, a tight fitting mini-skirt and knee-high boots.

"There was no real contact between me and the participants when I was in the room," says Elliot. "I was asked to simply walk in and out without making any real connection." Vaillancourt and Sharma monitored the participants' reactions and recorded any signs of aggression — such as eye-rolling, laughter and negative comments — on a very scientific sounding "bitchiness scale."

Women who encountered Elliot dressed in the conservative outfit barely noticed her, while those who saw her in the more

sexual getup were far more likely to react with some form of hostility. These participants regarded Elliot as promiscuous and as a sexual rival. A follow-up study showed that the women did not want to introduce her to their boyfriends, allow them to spend time alone with her, or be friends with her.

These women not only engaged in passive-aggressive behaviour to undermine someone they viewed as a potential threat, but also as way to connect with their peers. "I thought it was very interesting to see that so many of the girls, friends and strangers bonded together over their mutual dislike for me when in the racier outfit," noted Elliot.

Competition and hostility among women is much more prevalent than we might think. Some might dismiss a study like this as petty; but gossiping, slut-shaming and other forms of indirect bullying can cause very real emotional distress. We need to continue conducting and learning from studies like this to make ourselves more aware of our own bitchy behaviour and the potential harm it can inflict.

Follow Jessica Napier on
Twitter @MetroSheSays



ZOOM

Put on your yarmulke, it's turkey time



PAUL SANCYA/THE ASSOCIATED PRESS

Thanksgiving and Hanukkah coincide

When life gives you Hanukkah on Thanksgiving, make a menorkey.

Ora turkel.

That's what students at suburban Detroit's Hillel Day School are doing — creating paper-and-paint mashups of menorahs and turkeys, and the birds combined with dreidels.

Rozie Aronov, 7, (pictured) holds up her menorkey she

created at Hillel Day School in Farmington Hills, Mich.

The recent class projects illustrate one way U.S. Jews are dealing with the convergence of the secular and sacred holidays that will see Thanksgiving overlap with the start of Hanukkah on Thursday.

The last time the overlap happened was 1888 and the next is 79,043 years from now — by one estimate widely shared in Jewish circles.

THE ASSOCIATED PRESS

How often do you get to eat challurkey?

Saul Rube, Hillel's dean of Judaic studies, said the combinations of Thanksgiving and Hanukkah icons underscore a deeper bond: The Talmud, one of Judaism's core texts, describes Hanukkah as a "holiday of thanksgiving."

"The fact that you could meld our Jewish culture and the popular culture is such a wonderful opportunity," he

said.

Rube said his Thanksgiving dinner will have one notable addition: A challurkey, a loaf of Jewish challah bread in the shape of a turkey. Some Detroit-area bakeries are selling them but he found one he liked online from a kosher bakery for \$12, plus shipping costs.

"I told my wife if we amortize the cost over 80,000 years 'til it happens again, it's not so bad," he said.

THE ASSOCIATED PRESS

Clickbait



LUKE SIMCOE
Metro Online

You may have noticed a lot of people suddenly talking about Doctor Who. The iconic British series marked its 50th anniversary on Nov. 23, making it the longest running science fiction show in the world. If you're curious, or just want to keep up with the conversation, here are a few sites that will help you tell the difference between a Dalek and a sonic screwdriver.

The TARDIS Data Core:

Named after The Doctor's famous time machine — which resembles a blue policeman's box — the TARDIS Data Core is the de facto wiki for Doctor Who fans. It boasts over 37,000 articles about the show, the universe and its characters. (tardis.wikia.com)

Official Doctor Who Tumblr:

Recognizing the show's cult following online, the people behind Doctor Who started a Tumblr page, which happens

to include a friendly guide for Who noobs. (doctorwho.tumblr.com/new-to-doctor-who)

The Inspector Spacetime Wiki:

Not so much a beginner's guide, but rather an insightful parody. What began as a spoof on NBC's Community has grown into a genuine fandom, chronicling the adventures of a mysterious detective who travels through time in a red phone booth. (madmanwithabooth.wikia.com)

ADRIAN ROGERS/BBC/THE ASSOCIATED PRESS

Comments

RE: Black Friday and America's Working Poor, published online Nov. 24

So, I agree that wages are low, but they are in line with what the government regulation is, so who's really at fault here?

The government simply has to raise the minimum wage.

They were talking about how (the U.S. Chamber of Commerce) was holding up a bill saying that any wage increase has to be coupled with

a tax break for companies. I guess that is to cover the cost of the raise. So now the government has to lose money in order to raise the minimum wage, how does that work?

The way I see it, raise the minimum wage up to 10 bucks and add an additional two per cent tax on any money earned over \$250,000. That's should just about cover it. Government has to stop being pressured by big business and do what needs to be done for the better of all its people!

Grrrrrrrr posted to metronews.ca

WE WANT TO HEAR FROM YOU:

Send us your comments: calgaryletters@metronews.ca



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DVD review



The Grandmaster

Director. Kar Wai Wong

Stars. Tony Leung Chiu-Wai, Zhang Ziyi

● ● ● ● ●

Wong Kar-wai's martial arts tribute reminds us early on that with kung fu, you're either standing or lying flat on your back. Ip Man, played with white hat, black robes and stoic magnetism by Wong regular Tony Leung Chiu-Wai, intends to always be standing. The middle-aged fighter is as good as his word in a rainy prologue where he grapples with a group of younger assailants. He'll also need to sort out an avenging woman (Zhang Ziyi), a fierce and avenging battler in her own right, whose story is one of several tangents The Grandmaster takes on its circuitous route to enlightenment and justice. The movie could use more of this kind of directness. It's a departure for Wong, who has approached the topic before but normally deals with matters of the mind and heart rather than the hand and foot. He can't resist drifting back to form, even when bodies are in motion. Extras include making-of featurettes and a conversation with Shannon Lee, daughter of Bruce Lee, but beware — this is the 108-minute U.S. cut. You have to go import if you want the 130-minute original.

PETER HOWELL

TV temp-tation

If a staffing agency could wave a magic wand and place temps wherever they want, the Googleplex in Mountain View, Calif., would be getting them by the busload. On-site perks include everything from foosball tables and beach volleyball courts to a chance to scope out driverless cars doing donuts. But even the tech darling's HQ has nothing on television's top workplaces.

MIKE DOJC

scene@metronews.ca

Caltech (Big Bang Theory)

Walking the halls of Caltech would be a riot. You'll toy with lasers and learn a little experimental physics from Leonard Hofstadter. Maybe he'll even hook you up with a gig on his next far-flung field trip. His Stephen Hawking-sponsored North Sea voyage to search for the hydrodynamics equivalent of the Unruh effect turned out to be a hardcore party cruise. Just keep your distance from Sheldon Cooper if you want to retain your sanity.



S.H.I.E.L.D. (Marvel's Agents of S.H.I.E.L.D.)

Temping at the Strategic Homeland Intervention, Enforcement and Logistics Division could very well be the most dangerous placement on the planet but clandestine workplaces don't get any cooler. Field agents at this place make their FBI and CIA counterparts seem downright dowdy and they get to play with awesome next generation gadgets. Quantico and Langley's best and brightest are here where ordinary terrestrial terrorists are small fry.

Sterling Cooper & Partners (Mad Men)

While Don Draper can be a hard case, he knows great talent when he spots it. Impress the cagey creative director and your temporary stint could lead to a permanent position. In this swinging '60s creative powerhouse,



that means cavorting with fetching co-workers, three martini lunches, casual office sex and of course a creativity-stoking corporate culture.

World Famous Gold & Silver Pawn Shop (Pawn Stars)

Temping here would be a history wonk's dream. Valuable sports memorabilia and antique military firearms come through daily and organizing these artifacts beats typical office drudgery. Besides, when's the last time you fired a 100-year-old Hotchkiss Cannon to see if it works?



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Michael Jackson ALL PHOTOS GETTY IMAGES

Murray remains mum on Michael's alleged misconduct

In his first interview since being released from prison, Conrad Murray has plenty of candid things to say about Michael Jackson — but he'll only go so far. At one point, 60 Minutes in Australia correspondent Liz Hayes asks, "Do you believe he's a pedophile?" and that's when Murray gets cagey. "I'm not prepared to answer that question, not now," Murray says.

"I would not make up or fabricate anything." When Hayes points out that she'd expected him to just say no, Murray gets even more vague: "One thing I will tell you is this. I may have formed an impression of an individual based on certain things I have seen or encountered," he says. "You asked a question, and I'm not prepared to answer it. Not now."

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Williams-Paisley smacks down Underwood rumours

PAT HEALY
Metro World News

How would you react if a reporter marched up to you and announced that your country singer husband was cheating on you with a spangly, blonde fellow crooner? Kimberly Williams-Paisley was secure enough to laugh it off.

Nashville actress Williams-Paisley is married to country star Brad Paisley. In what reads like a plotline from the



show, rumours emerged last week that Paisley was having an affair with fellow star Carrie Underwood. When an Us Weekly reporter relayed the gossip to the Nashville star, she was decidedly unimpressed — and burst out laughing.

"Are you serious?" she said. "Wow! I hope it helps our careers! That's all I can say."

Has Lawrence's relationship, once on Hoult, caught fire again?

It looks like the summer reconciliation between Jennifer Lawrence and on-again, off-again boyfriend Nicholas Hoult worked out, as a casually dressed Hoult was spotted in Lawrence's limo as she left her taping of the Daily Show with Jon Stewart in New York last week, according to Us Weekly. The pair originally met on the set of X-Men: First Class in 2010 and dated for about two years before splitting up in January, but they seemed to be back together this summer while filming the next X-Men film. Despite Law-



Jennifer Lawrence

rence's hectic travel schedule promoting The Hunger Games: Catching Fire, she and Hoult "talk constantly," according to a source.

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Learning all her secrets

Interview. Victoria's Secret Angel, Lily Aldridge, dishes on how she keeps her figure and some of her beauty rituals

**ROMINA
MCGUINNESS**
Metro World News

Metro caught up with Lily Aldridge, Victoria's Secret Angel, hours before the Victoria's Secret Fashion Show to chat chicken wings, butts and the love of her life.

How do you make sure you look great in your underwear?

I do a lot of Ballet Beautiful (a method developed by Mary Helen Bowers, the woman who prepped Natalie Portman for the movie *Black Swan*). My body's become more toned, more flexible, and I feel stronger, healthier. I'm not good at aerobics, or any kind of boot camp, but this is amazing, and it suits my body so well. Mary Helen and I, we'll do bridge exercises for the butt, inner and outer thigh work on the mat, arm moves, some cardio — it's a full body workout. I work out five to six days a week, for an hour and a half each time, but make sure I take one or two days off when I do nothing but relax. You need to rest.

Do you work out as much once the show is over?

No. I'll probably do one hour, three to four times a week. I have to stay in shape for Victoria's Secret all year long, but it's definitely not as intense.

But do you enjoy it — all the



The Victoria's Secret show, featuring Lily Aldridge, airs Dec. 10 on CBS. GETTY IMAGES

working out?

I love it. I've always been an athlete. It isn't even necessarily about what your body looks like, but being happy, and healthy. Just do what is good for you. I like being toned on the runway, and feeling like I worked hard.

As an Angel, is there a particular body area you've not been told to tone, but know you have to tone?

I try and not worry about what other people say. Everyone has their flaws ... but leading up to the show, I'll do like, a billion butt lifts.

Are you happy with the results — how are you feeling butt-wise?

Yeah, I feel good.

What about your diet? Do you eat better, or less?

When you work out a lot, you can indulge, so my diet doesn't change too much. It's

not really about weight loss but about being healthy. I try and not eat a ton of salty things, so that I don't hold water. I eat clean, simple, organic foods: lots of protein, lots of vegetables, and lots of avocado and salmon, as they make my skin look great. And I'm obsessed with roasting chicken right now. I've been making roast chicken and baked sweet potato every night — it's really yummy and comforting.

You must be sick of it, surely.

No! I eat chicken all year. I love chicken legs, and chicken wings ... that's kind of like, almost a whole chicken.

What 'you can't touch this' food do you want to eat once the show is over?

I think everyone will probably eat a lot of junk food. I'll probably go to Joe's Pizza

tonight and order a cheese pizza. I can't wait — all dressed up in my after-party dress.

Good move: I'm not sure they'd let you in if you were wearing nothing but lingerie.

You never know ...

What about your pre-show beauty rituals?

I'm pretty low maintenance. I love wearing an oil before I go to bed. It makes your skin very supple and pretty. I use the RMS beauty oil.

How has having a baby — one-year-old daughter Dixie, with Kings of Leon front man Caleb Followill — changed your relationship with your body?

I've always been healthy. But everything is about my daughter now. She's the love of my life, my number one priority.

Lily's beauty staples



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Compressing the facts on your gear

Fitness clothes. The jury is still out on whether compression gear actually helps

ANISA
ARSENAULT
Metro World News

It's race day. You stretch on your most intimidating compression gear, knowing that the extra slimming material and arbitrary flashy stripes (which you assume are doing the "compressing") separate you from your lowly competitors. You know, the people who are only wearing regular spandex. But scientifically speaking, can you be sure compression gear is effective?

Kai Karlstrom, a triathlete and Tier Four Trainer at Equinox in New York City, says no. But that doesn't stop him from wearing it.

"Everything about compression gear is anecdotal," Karlstrom says. "All of the research that I have seen doesn't prove that it actually has any effect; the blood, or physical markers of recovery, don't show anything different. But muscle soreness and perceived recovery is a benefit that almost everyone feels."

In other words, researchers say nothing proves that compression gear works, but everybody indicates that they



You look great in your compression gear, but does it actually help you as a runner? ISTOCK PHOTOS

feel better.

"The research doesn't prove anything, but that being said, I use mine," Karlstrom says of his apparel.

According to Karlstrom, this compression process is most effective in the leg area, making compression tights better than compression arm sleeves.

"I know they make compression gear for your arms and things like that, but I find the legs are where you get the

most bang for your buck," he says.

As compression gear becomes trendier in the fitness world, athletes erroneously rely on it as a simple solution to pain.

"It shouldn't be a remedy for pain, and I think too many people are trying to use it as such," Karlstrom says. "People don't really know what's going on in their bodies, so they find a simple solution."

Half off

Half Off: A winning attitude

Two months ago we introduced Metro Winnipeg editor Elisha Dacey who has teamed up with fitness professional Jordan Cieciwa and registered nutritionist Theresa Albert. Dacey wants to lose half of her body weight and has been writing about it on her blog, Half Off.

If you've tried to lose weight you know that there's always a little voice asking: will I pack those pounds back on?

"It happened to me in my 20s," says Dacey, who went from 225 to 160 pounds but gained the weight back and then some. Over the last few weeks, she's been grappling with that fear of failure.

"It's more difficult for me this time around because I've already failed once."

But those days are few and far between, and Dacey also knows she has made real progress — she has lost over 35 pounds and kept every one of them off. For 10 Winning Attitudes of Healthy Women, check out the Half Off blog at metronews.ca/voices/half-off/



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In MTV's *Generation Cryo*, Breeanna Speicher goes looking for the sperm donor who was her biological father. CONTRIBUTED

Sperm-donor kids go in search of family

Television. New MTV series tracks a college student's efforts to find her half siblings and her biological father

Breeanna Speicher's curiosity about her background led her to a family she never knew she had and inspired a new MTV series that stretches the very concept of family.

The 18-year-old college student from Reno, Nev., is the daughter of two women who conceived her with a sperm donation. She's the central figure in *Generation Cryo*, which follows her effort to discover half siblings through a registry and, ultimately, track down the donor who gave her life.

The first recorded artificial insemination came in the 1800s to a woman who didn't know she was getting it, said Wendy Kramer, founder and

director of the Donor Sibling Registry. Doctors performed the procedure in the middle of the last century, but it was mostly kept quiet before the practice became much more widespread with the opening of sperm banks in the 1980s, she said.

That means enough "donor babies" are coming of age now to prompt public interest in their experiences, evident in both *Generation Cryo* and the new Vince Vaughn movie *Delivery Man*, about a donor who discovers he's responsible for more than 500 kids.

Kramer said she tried for eight years to get a television network interested in a story drawn from her registry of people trying to connect with other donor families before MTV showed interest.

"We know that our audience is interested in stories relating to family, and this is definitely a unique and fresh take that really makes you think about what a family is," said Marshall Eisen,

A donor baby's journey

"You think you know what to expect. You think you can handle it. But until you get to that point, there's no way to prepare."

Breeanna Speicher, a college student featured in MTV's *Generation Cryo*

series executive producer.

Speicher's nose ring and adeptness with video selfies make her a natural MTV personality and easily relatable for the audience. Eisen's original interest was in half siblings finding each other, but Speicher's desire to find her donor adds a richness and level of complexity to the story.

In the first episode, she travels to suburban Atlanta to meet Jonah and Hilit Jacobson, twin 18-year-olds who had the same sperm donor.

THE ASSOCIATED PRESS

The building blocks of business at home

Optimal office. There are ways to prep for perfection when your hard work is done down the hallway from your bedroom

Being efficient in a home office means creating an environment that is built and designed for success.

When Kara Reed, a real estate sales representative, moved into her new Toronto condo, she decided a well-designed home office was important.

Even though Reed has an office in her work building, she still works from home daily, beginning and ending her day there.

"I had always worked from home," she said.

"I just wanted a home office I felt at home in. We just went about setting it up in a way that was comfortable because I do spend a lot of time in it when I am home."

In the compact space organization was key.

After moving her work files to her office building, Reed made sure the essentials were at her fingertips.

"I'm very organized so what I do have in my office is my personal files and everything I need to operate at home is in one filing cabinet," she said.

While creating a space that



The home office in the Toronto condo of Kara Reed, a real estate sales representative, is compact but efficient and showcases Reed's love of natural light and the colour orange. HANDOUT / KARA REED / THE CANADIAN PRESS

is organized and efficient is important for a home office, Reed's wish list also included a beautiful, well-designed space. She wanted it to have a modern feel but still have warmth. "The floors that I chose are reclaimed ash," she said. "It is 100 years old and I loved it, so that's where I spared no expense."

Reed's office includes a lot of personal features, such as

four clocks set to different time zones.

Beneath each clock, the zone is labelled using letters from her grandmother's Scrabble set. According to Michele Waters, career coach at Career Quest Coaching in Victoria, the design and setup of a home office is vital for success.

"The space where the person works needs to be a lovely

space to work within," said Waters.

"It needs to have a desk, computer, and the other tools the person may need for their trade, rather than working off a kitchen table."

In addition to a space and environment designed for success, Waters said it is important to recognize how personality traits can affect the ability to work from home.

"I'm going to say probably more introverted people might be better suited because there is less social action," she said.

"But there are also tons of extroverted people who are well-suited to self-employment, but I think typically what their work might include is going out into the community to offer a service or a product."

THE CANADIAN PRESS

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Start-up advice from a couch-surfing millionaire

Entrepreneurship.

Brian Chesky, CEO of home-sharing website Airbnb, says it's a great time to go it alone

ELISABETH
BRAW

Metro World News

Heard the story about the guy who earned a fortune on his spare bed? Well, it's true. New Yorker-turned-San Franciscan Brian Chesky and his two co-founders came up with the idea of Airbnb as a way of making a few bucks. Five years later, Airbnb is the go-to place for every young (and not-so-young) traveller, with offices in 11 countries and 10 million nights booked in homes like yours. Chesky, now 31, explains how to succeed with your own idea.

Everyone wants to become a hugely successful entrepreneur, but 99 per cent of business ideas don't end like Airbnb. How did you know that you had a winner?

We didn't know that Airbnb would be a winner. It started because one weekend my roommate and I discovered that we had no money for rent. But there was a big conference coming up in San Francisco and all the hotels were sold out. My roommate and I thought, "Why don't we organize a bed and breakfast for the conference?" We pulled air beds out of a closet and rented out space in our apartment. We called it the Air Bed & Breakfast.

So your company didn't seem like a winner in the beginning ...

We thought it was a clever idea, but we didn't know that it would be successful. Then we asked some other people to try it and they loved it. That made us realize that if other people experienced what we experienced, they'd really like the experience, too.

So the challenge was to get people to try it, so we tried to get people around the world to do it. We thought just a few people would do it, that hosting people in your house is not

for everyone. But at a certain point we started noticing that lots of people were doing it and loved it, not just people like us — people of all ages and backgrounds.

What's the make-or-break point for a start-up?

When word of mouth starts taking off and your business starts growing without anything that you're doing. That's when you know that it's going to be pretty big. If people are incredibly excited about it, they'll tell lots of people. Then you realize that it's a huge market: tons of people who love your product tell everyone they know about it. You can feel it.

What's your main motivation? Finding people a place to stay for free? Couch surfing enthusiasm? Making money?

A new economy is being built around the world, and it's based on the idea of sharing. It's not inevitable, but if it happens, it will be a fundamentally better world, and it will provide an alternative to billions of people, people who are connected with each other.

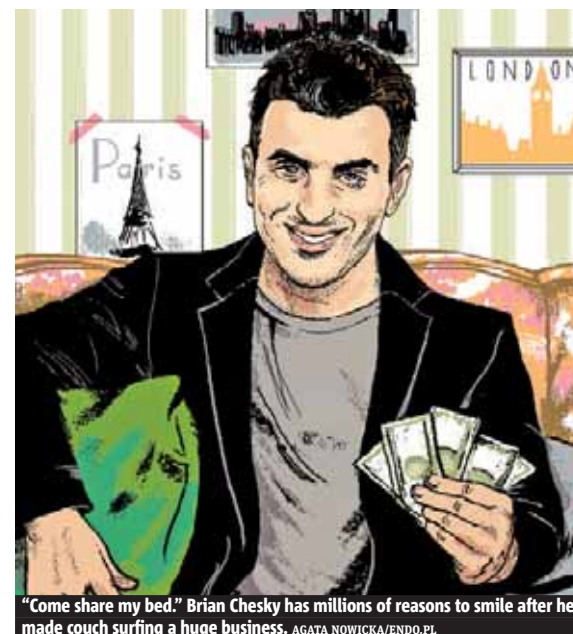
We want to help create that kind of world. I also want to provide incredibly meaningful experiences to millions of people all over the world. And I want to help create a new company culture that will impact how the 21st century works.

Youth unemployment is at a record high in many countries. What's your advice to a young, well-educated person who can't find a job?

The challenges of high youth unemployment may very well create lots of new opportunities that will, in the long term, be really good for an entire generation.

Are you saying that recession is a good opportunity for young people to try out something totally new, like entrepreneurship?

Entrepreneurship success can happen for many kinds of people. Not everyone has to have a company the size of ours, but I think anyone can be autonomous. I think the reason many young people are unemployed is that they don't fit into the current market



system, but it doesn't mean that you can't create your own market. For example, we're having many micro-entrepreneurs join Airbnb. They don't start their own

companies, but they're providing services as hosts and build businesses around that. I think now is one of the best times in the world to strike out on your own.



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Peter Jackson, vice-president of Potash Operations with the Mosaic Company in Regina, can attest to the value of a Levene MBA. A graduate of the program, Jackson supervises many employees at Mosaic who hold the same degree.

"The program teaches you how to

motivate people and strategize, and the international component teaches you how to see things from different perspectives, a skill that is crucial to success in a global context," Jackson says.

The engineering management specialization "is the icing on the cake for those holding engineering degrees," Jackson says. "Engineers often find themselves headed for management roles. The MBA program equips engineers successfully to assume those roles."

University of Regina alumnus Gary Bosgoed, senior vice-president, WorleyParsons, sees high value in the MBA program and is actively in search of MBA graduates.

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“The GEMS specialization allows students to learn the theory of sustainability and to apply it in the energy sector,” says Dr. Michael Wright, director, MBA programs at Haskayne School of Business.

There are two required courses in the specialization — strategies in sustainable development, and strategic management in the global energy industry. Students then choose two electives within the GEMS specialization from one of two



CONTRIBUTED

streams, either the sustainability stream or the energy stream.

“The program emphasizes critical analysis through a sustainability lens and allows students to examine the energy industry’s structure and the political, environmental and cultural factors affecting the industry,” Wright says.

The Haskayne School of Business has been a leader in sustainability research and teaching since the 1990s with the creation of the International Resource Industries and Sustainability Centre.

The Haskayne School of Business is proud to be recognized in the Global Green MBA survey for its efforts to

integrate sustainability into its MBA programs. The Global Green MBA survey assesses how universities from around the world are integrating sustainability into their academic program.

“Our fourth-place ranking sends a strong message to potential students that the Haskayne MBA is a great place to obtain your MBA if you care about the environment,” Wright says. “For our current students it reinforces what they already know, that the Haskayne MBA program allows opportunities to dive deeper into the theory and application of sustainability.”

Wright adds that the importance of the Global Green MBA survey’s sustainability ranking is reflective of the importance of sustainability itself in business and society today.

“Businesses must balance environmental, social and economic considerations — the ‘triple bottom line’ — in their decision-making,” Wright says. “Business leaders need to be prepared to manage the triple bottom line and not focus exclusively on the economic bottom line.”

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Turkey breast is an even leaner protein than chicken breast. You can find boneless breasts in your supermarket. I like to dust the

turkey cubes for this Turkey With Hoisin Sauce Stir-fry with flour in order to maintain the moisture.

1. To make the sauce: Place the stock, soy sauce, hoisin sauce, cornstarch, brown sugar, sesame oil, garlic and ginger in a small bowl and whisk to combine. Set

Ingredients

Sauce

- 1 cup low-sodium chicken stock
- 2 tbsp low-sodium soy sauce
- 3 tbsp hoisin sauce
- 4 tsp cornstarch
- 1 tbsp brown sugar
- 1 tsp sesame oil
- 1 1/2 tsp crushed fresh garlic
- 1 tsp minced fresh ginger

Stir-fry

- 8 oz boneless, skinless turkey breast, cut into 1-inch cubes
- 2 tbsp all-purpose flour
- 2 tsp vegetable oil
- 1 1/2 cups thinly sliced red bell pepper
- 1 1/2 cups halved snow peas
- 1/2 cup sliced water chestnuts
- 1/4 cup coarsely chopped cashews for garnish
- 1 large green onion, chopped for garnish



This recipe serves four. ROSE REISMAN

aside.

2. To make the stir-fry: Dust the turkey with the flour. Spray a nonstick wok or frying pan with cooking oil and place over medium

heat. Brown the turkey on all sides for 3 minutes or until browned but not cooked through. Remove from pan.

3. Respray the pan and

heat the oil over medium heat. Add the red pepper and snow peas; stir-fry for 2 minutes or until the vegetables are tender-crisp. Stir the sauce and add it to the pan along with the turkey

and water chestnuts. Cook for 2 minutes, until the turkey is cooked through and the sauce has thickened.

4. Serve garnished with cashews and green onion.



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NBA

Rose's season over after surgery

Chicago Bulls star Derrick Rose is out for the remainder of the season.

The team said that Rose had successful surgery Monday morning in Chicago to repair a torn medial meniscus in his right knee. He was hurt Friday night at Portland. **THE ASSOCIATED PRESS**

NBA

Kobe inks 2-year contract extension

The Los Angeles Lakers signed Kobe Bryant to a two-year contract extension Monday, securing the fourth-leading scorer in NBA history into his 20th season with the franchise.

Bryant, 35, hasn't played this season while recovering from surgery on his torn Achilles tendon in April.

ESPN reported the deal is worth \$48.5 million. Bryant is making \$30.45 million this season.

THE ASSOCIATED PRESS

NHL

Steen makes it 19 goals in St. Louis

Alexander Steen scored twice, and Jaroslav Halak made 22 saves to lead the St. Louis Blues to a 3-0 win over the Minnesota Wild on Monday. Steen has 19 goals this season, one behind Washington's Alex Ovechkin for the NHL lead. **THE CANADIAN PRESS**

Concussions. Ex-players sue NHL for lack of protection

Ten former NHLers, including all-star forward Gary Leeman, are claiming in a class-action lawsuit that the league hasn't done enough to protect players from concussions.

The lawsuit seeks damages and court-approved, NHL-sponsored medical monitoring for the players' brain trauma and/or injuries, which they blame on their NHL careers. It was filed in U.S. federal court in Washington on behalf of play-

Plaintiffs

In addition to Leeman, the other ex-players on the lawsuit are Bradley Aitken, Darren Banks, Curt Bennett, Richard Dunn, Warren Holmes, Robert Manno, Blair James Stewart, Morris Titanic and Rick Vaive.

ers who retired on or before Feb. 14 of this year and have

suffered such injuries.

The suit comes just three months after the NFL agreed to pay \$765 million to settle lawsuits from thousands of former players who developed dementia or other concussion-related health problems — and in an era when more attention is being paid to the damages of head injuries sustained in sports.

Bill Daly, the league's deputy commissioner, issued a

statement Monday.

"While the subject matter is very serious, we are completely satisfied with the responsible manner in which the league and the players' association have managed player safety over time, including with respect to head injuries and concussions," the statement said. "We intend to defend the case vigorously and have no further comment at this time." **THE ASSOCIATED PRESS**

Niners QB em-Boldin'd against Washington

NFL. Kaepernick finds success after turning to veteran receiver under pressure in Maryland

On Monday

27

49ers

6

Redskins

If Colin Kaepernick and Robert Griffin III have become the future of football suddenly put on hold, consider Kaepernick the one more likely to get going again.

The young, mobile quarterbacks who have struggled in 2013 after breakout years in 2012 faced off for the first time Monday night, and Kaepernick clearly outperformed his counterpart as the San Francisco 49ers broke a two-game losing streak with a 27-6 win over the Washington Redskins.

Kaepernick completed 15 of 24 passes for 235 yards — the first time in five games he's topped 200 yards — with three touchdowns and no interceptions.

The Redskins bottled up Frank Gore (13 carries, 31

yards), essentially daring Kaepernick to throw the ball, and the QB responded by showing some veteran-like chemistry with veteran Anquan Boldin.

Boldin finished with five catches for 94 yards and two touchdowns — a 19-yard grab at the pylon in the first quarter and a six-yard, wide-open-in-the-end-zone reception in the third.

Vernon Davis also had a touchdown catch for the 49ers (7-4), who are tied for second with the Arizona Cardinals in the NFC West and are three games back of the Seattle Seahawks with five to play.

THE ASSOCIATED PRESS



San Francisco tight end Vernon Davis and quarterback Colin Kaepernick celebrate after connecting on a touchdown on Monday night in Landover, Md. **ROB CARR/GETTY IMAGES**

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Apple doesn't fall far from skis

All in the family.
Erik Read, Stephanie Gartner following in their legendary parents' ski tracks with recent successes

The offspring of Canadian ski legends Ken Read and Kerrin Lee-Gartner have arrived in the sport.

Erik Read, 22, won the Canadian men's slalom title this year and is a member of the World Cup team. Stephanie Gartner, 17, was named to the Canadian women's development team this season.

Kerrin Lee-Gartner won the women's downhill at the 1992 Olympic Games in Albertville, France. As a member of the "Crazy Canucks," Ken Read was the first Canadian man to win a World Cup downhill race and was also the first non-European to win on the notorious Hahnenkamm and Lauberhorn courses in Austria and Switzerland respectively.

Erik and Stephanie say the advantages of having a parent who has been where they want to go in their sport outweighs the burden of expectations.

Insider's perspective

"To me, the hard part is I know the danger of the sport. I know the danger of the heartbreak when it doesn't work out and the negative aspect of putting it all on the line and being disappointed in the end."

Ski legend Kerrin Lee-Gartner, explaining why it can be difficult for her to watch her daughter Stephanie race



Kerrin Lee-Gartner, left, and her daughter Stephanie load skis at their family home in Calgary in August. JEFF MCINTOSH/THE CANADIAN PRESS

"Any situation, he'll give a little advice and it comes from experience so I know it's valuable," Erik says. "It's worth paying attention to."

The fact that Lee-Gartner and Read were both downhillers, while Erik and Stephanie race slalom and giant slalom, helps buffer comparisons somewhat. Erik, however, keeps a toe in downhill.

The super combined — determined by the combined times of a slalom and a down-

hill — is a medal event at both the Winter Olympics and world championships.

Erik wants that as an option in his future, but he's concentrating on slalom and giant slalom for now. He will not race with Canada's downhill at the season-opening World Cup in Lake Louise, Alta., this week.

Stephanie and Erik grew up with their parents' legacies — skiing is a way of life for both families. Lee-Gartner's husband, Max, is a former Canadian team coach and was head of Alpine Canada until he stepped down earlier this year.

Read's wife, Lynda, is also a former national team skier. Erik is the oldest of three sons who all race. Read is also a former head of Alpine Canada.

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Horoscopes

Aries

March 21 - April 20

It may appear as if a rival has got the upper hand but you are not beaten yet. You are at your best when your back is to the wall and things look grim. It brings out the fighter in you.

Taurus

April 21 - May 21

Whatever you do today will go extremely well but you will also have to deal with people who can't stand the idea of you being successful and constantly pick holes in your triumphs. Ignore them.

Gemini

May 22 - June 21

Your own interests must come first. No matter how sorry you feel for someone and no matter how much you want to help them out, don't jeopardize your own position. If the roles were reversed would they sacrifice for you?

Cancer

June 22 - July 23

According to the planets, you are not much in the mood for working with other people. That's good. Creative projects will go best if you cut yourself off from the world and focus on what matters to you.

Leo

July 24 - Aug. 23

If you believe that a certain course of action is necessary then go for it and don't think of what might happen if it goes wrong. Life is a gamble or it is nothing, so follow your instincts and don't give up.

Virgo

Aug. 24 - Sept. 23

Something you have been dreaming of for months is now within reach and before this day is over you will have one hand firmly on the prize.

Libra

Sept. 24 - Oct. 23

Someone appreciates what you have done and over the next 24 hours will go out of their way to show it. Take it as a reminder that good deeds never go unrewarded.

Scorpio

Oct. 24 - Nov. 22

You like a challenge, be it mental or physical, and that's good because someone will confront you with a puzzle that takes all your brain power to solve. Don't look for the obvious answer. Look for what everyone has missed.

Sagittarius

Nov. 23 - Dec. 21

Force yourself to go beyond your natural limits today. You will find you still have plenty in reserve. You may be easygoing by nature but there is also a tenacity about you. You refuse to be defeated.

Capricorn

Dec. 22 - Jan. 20

It's good to learn from your own mistakes but it's better to learn from other people's. Watch them do something the wrong way then do it the right way. That's easy enough.

Aquarius

Jan. 21 - Feb. 19

You are under no illusions about what needs to be done to improve your career but can you translate that into action? Many people's great ideas never come to much. You must not be one of them.

Pisces

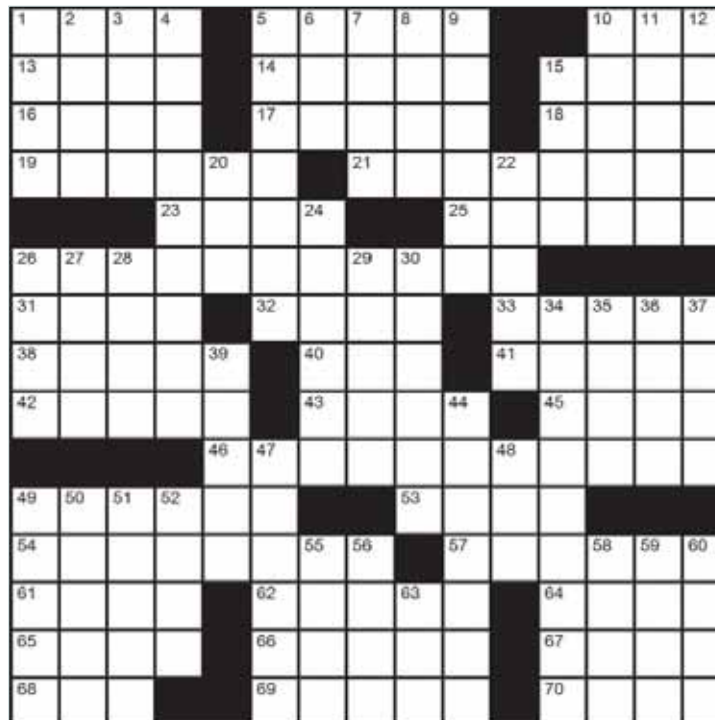
Feb. 20 - March 20

You can try to change another person's opinions about something but it's unlikely you will succeed. Even if facts are on your side, they'll refuse to see it your way. SALLY BROMPTON

Crossword: Canada Across and Down

Across

- Toronto Mayor Rob Ford's brother
- Stack creator
- The Queen (b.1900 - d.2002)
- Montreal suburb, Baie-D'
- Pointed arch
- Optimism
- Deity worshipped in ancient Thebes [var. sp.]
- "... really." (Response to "Would you like to...")
- Roughly, ... about
- Tom Cruise vampire
- Canadian novelist, Douglas
- Luan souvenirs
- Ottawa: ... Canal
- ... : Tales for an Accelerated Culture (Bestseller by #21-Across)
- Sort of lily
- Political party event [abbr.]
- Toaster waffles
- Cycled
- Lyric poem
- "Hasta ...!" (Bye, in Spain)
- Panorama
- Early helicopter
- ...-do-well
- The Prairies, Canada's
- Stingy
- Twil'ek dancer of Jabba the Hutt's court



- "Return of the Jedi" (1983)
- Historic area of Winnipeg, ... District
- "My sentiments exactly!": 2 wds.
- Venue
- Poi ingredients
- Skeleton part
- Gin flavouring

- Up in the air
- Pet fish's home
- Hankering
- Survives
- Young hawks

Down

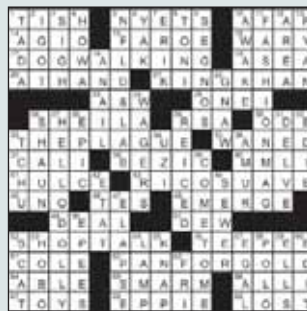
- Double
- Paul Revere & The Raiders song: "Him

- ... - What's It Gonna Be?"
- Li'l saucers
- "Shelter Valley": Debut single by Cobourg, ON band
- Husbands
- 18th-century Chief of The Ottawa
- 54-40's " ... Blind"

- Hamilton expressway, The
- Rachael Ray's cooking stuff
- Bring back
- Singer, Janelle
- ABC's "Once ... Time"
- Labrador Sea, in French: ...

- Labrador
- Grasp
- Irish carrier, ...
- Lingus
- High-tech dot
- Larry, Curly or Moe
- Chatters
- Mr. Clapton
- Microwave, in slang
- Agra's locale
- Exaggerate
- 21- ...
- Nerd
- S-shaped moulding
- Variety
- Ms. Winger
- Some members of orchestras
- Leased car
- Completely
- Dishevelled
- Banish
- ... Bell, pen name of youngest Bronte Sister, Anne (b.1820 - d.1849)
- Clarified butter
- Grand party
- Cupid's Greek counterpart
- That which Buffy would do
- "True Blood" star Ms. Paquin
- Creatures of Tibet
- Commonly, in poetry

Yesterday's Crossword



Sudoku

How to play

Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

Yesterday's Sudoku



Weather

TODAY



MAX: 10°
MIN: -6°

WEDNESDAY



MAX: 2°
MIN: -1°

THURSDAY



MAX: 3°
MIN: -7°



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